

CHAPTER 1 - INTRODUCTION

1-1. **PURPOSE.** This is a guide for Logistics Management personnel and their supervisors, activity career program managers, and major command career program managers. It spells out the training and developmental assignments required and desirable for a successful logistics career, that may involve supply, transportation, maintenance, or facilities. Training of employees outside of logistics functions must be considered. Currently within the Corps of Engineers, employees are performing logistics functions as part of their normal duties. These people should receive the appropriate training that will enable them to accomplish their job in accordance with established procedures and in accordance with the regulations. Although the primary intent of this training plan is directed towards people within the logistics organization, parts of this plan should be used to assist in training people outside of the logistics organization.

1-2. **APPLICABILITY.** This pamphlet applies to HQUSACE/OCE elements, Major Subordinate Commands, Districts Commands, and Field Operating Activities and Laboratories that have a Logistics Office. This pamphlet is also applicable for employee development specialists in the Human Resources Offices (HRO) which service logistics management careerists.

1-3. **REFERENCES.** See Appendix A.

1-4. **OBJECTIVE.** The objective of this LOGTEDS plan is to ensure USACE logistics support of worldwide civil and military requirements.

a. The plan should provide individuals with broad skills and knowledges gained in the career development process.

b. The plan should provide training at all career levels.

c. The plan should provide managerial knowledge of organizations and missions.

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1-5. **CAREER PROGRAM STRUCTURE.** The Logistics Management Career Program (LJICP) is managed by the Director of Logistics, USACE.

1-6. **KEY POSITIONS IN LOGISTICS MANAGEMENT.**

a. Key positions in Logistics Management have significant responsibility for USACE policy formulation, implementation, execution, and oversight.

(1) Key positions are designated as all CP13, CP17, and CP24 positions at the GS/GM-12/13/14/15 level.

(2) Key positions may overlap with those designated by the Logistics and Acquisition Management Program (LOGAMP). Officials may fill these positions from a LOGAMP list of eligibles or from outside LOGAMP.

b. The goal is for USACE officials to use the central referral process based on Skills, Knowledges, and Abilities Program or Army Career Civilian Evaluation System (SKAP or ACCES) for the selection of ALL LMCP key positions.

1-7. **CAREER DEVELOPMENT.**

a. The Logistics Management Career Program covers all GS-5 through GS/GM-15 positions identified below:

GS-2001	General Supply
GS-1601	Facilities Specialist
GS-1670	Equipment Specialist
GS-2010	Inventory Management
GS-2101	Transportation Specialist
GS-2030	Traffic Management Specialist
GS-2150	Transportation Operations Specialist
GS-2161	Marine Cargo Specialist
GS-0346	Logistics Management Specialist

b. The three levels of progression within this career program are:

(1) Entry/Technician/Specialist Level. This is the primary level for accession into this career program.

(2) Specialist/Manager Level.

(3) Executive Level.

c. The Logistics Management Career Program permits employees to direct their progression through either line or staff positions, or preferably, through both. A variety of types of training and assignments during the specialist and intermediate phases enhances competitiveness for management level positions.

(1) Functional Areas. The functional areas offer many assignment possibilities, particularly at the specialist and intermediate levels. Narrow functional specialization at these levels may limit a careerist's lateral movement and promotion opportunity at the higher grade levels. Activity Career Program Managers (CPMs) should actively counsel their logistics careerists on ways to broaden their functional knowledge through permanent and temporary developmental assignments.

(2) Lateral Movement. Movement at the same grade among specialties or transition between organizational levels should be pursued as a means of individual development. Careerists should indicate availability for lateral reassignment under the referral system. Managers are encouraged to use noncompetitive detail or lateral reassignments to assist in employee development and to benefit the USACE.

1-8. **COMPETENCIES.** Certain Technical Functional Elements (TFEs) have been found in logistics intermediate and managerial positions in all series. Functional area career plans, attached as appendices, contain the appropriate TFEs. The TFEs are used in the SKAP and ACCES Programs to evaluate knowledges, skills, and abilities (KSAs). See Appendices B through F.

